

Leaders Influence Culture and Performance

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Self Assessment: Questions which I ask myself, as a Leader.....M.G. Williams, Jr.



Working Together to Enhance Nuclear Safety

<u>Leadership</u> is the art and science of <u>achieving desired effectiveness</u> by <u>making decisions</u>, <u>developing people</u>, <u>creating teamwork</u>, <u>serving needs</u>, and <u>inspiring action</u> to <u>realize the leader's vision</u>.

• <u>Character</u>: Character is the most important aspect of leadership; it is the core of the leader; it is essential to the end, ways, and means of <u>realizing the leader's vision</u>.

Are my leadership values, beliefs, principles, and vision aligned with those of the organization?

Do I lead by example to influence culture and performance in a positive way?

Competence: Leadership involves having competence in <u>achieving desired effectiveness</u>.

Am I competent and accountable for my ability to achieve desired effectiveness/results/performance?

Am I continually learning (professional and personal development)?

Courage: Leadership involves courage in <u>making decisions</u>.

Do I have the courage to make the right decisions regardless of potential criticism?

Do I ensure that my decisions regard safety as a priority during operations?

Commitment: Leadership involves a commitment to <u>developing people</u>.

Am I committed to ensure that our people receive professional development /training -to help them succeed as the Team succeeds?

Am I committed to serving others and causes which are greater than self?

Am I committed to the safe, secure, efficient, and effective performance of mission?

Caring: Leadership involves caring towards serving needs.

Do I care for and serve the needs of our people, to include provision of resources (money, people, time) for desired effectiveness?

Am I accountable for my professional relationships (with boss, peers, people with whom I serve)?

<u>Communicating:</u> Leadership involves communicating towards <u>inspiring action</u>.

Do I listen? Do I clearly communicate expectations? Do I provide and seek feedback? Do I inspire people to "get things done"?

Community: Leadership involves regard for community when *creating teamwork*.

Do I foster teamwork, inclusion, and a community -like culture amongst my diverse workforce in mission performance?

Do I help create a culture whereby people can identify safety concerns without fear of retribution?













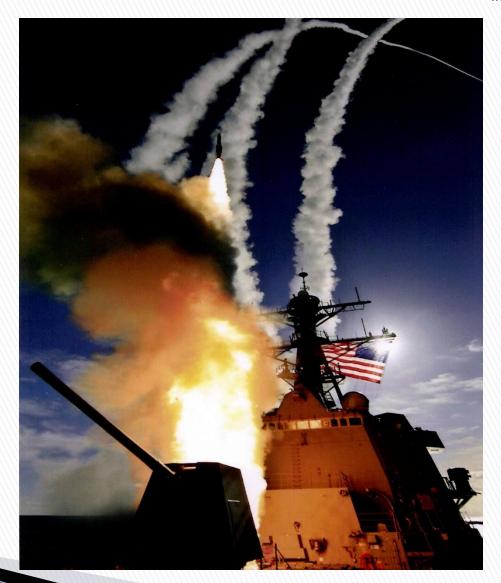
















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